BLACKBIRD FOR TRAINING

Team Building for Intact Teams

25 – 29 October 2027
Kigali (Rwanda)



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Introduction

In today's fast-paced and competitive business environment, team building has become an essential skill for creating cohesive, high-performing teams. This team building training course is designed to equip participants with the necessary skills, strategies, and tools to build, manage, and sustain effective teams. With a focus on team building skills and practical applications, the course explores advanced concepts such as team dynamics, trust-building, and conflict resolution. Through interactive workshops, case studies, and exercises, participants will develop the ability to enhance communication, foster collaboration, and leverage individual strengths for collective success.

By the end of this course, participants will understand the meaning of team building, why it's important, and how to implement best practices to achieve high team performance.

Course Objectives

This course will help participants to:

- Understand team building meaning and importance: Learn the definition of team building and its impact on team dynamics and performance.
- Develop team building skills: Master communication, trust-building, and conflict resolution techniques for intact leadership teams.
- Foster collaboration: Learn to leverage diversity and individual strengths for good team building activities and enhanced team outcomes.
- Manage and resolve conflicts effectively: Acquire techniques for addressing challenges and turning conflict into opportunities for growth.
- Set and achieve team building goals: Gain practical skills to define team objectives and create actionable plans.
- Build a high-performing intact team: Strengthen teamwork, motivation, and alignment across all team stages.



Course Outlines

Day 1: Foundations of Effective Team Building

- What is Team Building? Understanding the definition and principles.
- The Importance of Team Building: Exploring the benefits and why it is critical for organizational success.
- Stages of Team Building: Understanding team development stages from forming to performing.
- Characteristics of High-Performing Teams: Traits that define successful, cohesive teams.
- Interactive Workshop: Team self-assessment to evaluate team strengths and weaknesses.

Day 2: Advanced Communication Skills for Teams

- Team Building Communication Skills: Enhancing clarity and reducing misunderstandings.
- Active Listening and Constructive Feedback: Developing habits that promote open dialogue.
- Non-Verbal Communication: Understanding body language and its role in team building.
- Role-Playing Exercises: Practicing communication in real-world team scenarios.

Day 3: Trust Building and Collaboration

- Why is Trust Important? Exploring its role in an intact team's success.
- Strategies to Build Trust: Best practices for creating trust within leadership teams.
- Good Team Building Exercises: Collaborative activities to strengthen relationships.
- Interactive Activity: Trust-building exercises to foster openness and mutual respect.

Day 4: Conflict Management and Problem-Solving

- Understanding Team Conflicts: Identifying causes and stages of conflicts within teams.
- Conflict Resolution Strategies: Turning disagreements into opportunities for growth.
- The Benefits of Managed Conflict: How to transform conflict into collaboration.
- Case Study Analysis: Exploring real-world conflict management scenarios.

Day 5: Diversity, Goal Setting, and Continuous Improvement

- Diversity in Teams: Embracing differences for creativity and innovation.
- Setting Team Goals: How to set clear and actionable objectives that align with the organization's vision.
- Benefits of Team Building: Exploring the long-term advantages of a collaborative work culture.
- Final Team Project: Create and present a comprehensive team action plan.



Why Attend This Course? Wins & Losses!

- Enhance Team Dynamics: Learn how to build high-performing, cohesive teams with advanced team building skills.
- Improve Communication: Master strategies for clear, effective team interactions.
- Resolve Conflicts: Develop conflict management techniques to create harmonious working relationships.
- Achieve Goals: Gain the ability to set and achieve ambitious team goals.
- Strengthen Leadership: Build skills to lead and inspire intact teams.

Conclusion

This team building course provides a roadmap for fostering collaboration, trust, and productivity within teams. Participants will walk away with a strong understanding of team building meaning, advanced skills for improving team performance, and actionable strategies for achieving sustained success.

Whether you're an HR professional, team leader, or manager, this course will empower you to cultivate a high-functioning intact leadership team ready to tackle any challenge.

Join now to elevate your team building experience and unlock the full potential of your team!

